



Policy on Substance Abuse

The purpose of this policy is to prevent substance abuse and enable substance abuse treatment, when required for all Marines, Sailors and families assigned or attached to 3d Marine Regiment.

Marine Corps Order 5300.17 prohibits alcohol abuse and the wrongful use, possession, manufacture, distribution and trafficking of illegal drugs, drug paraphernalia, controlled substance analogues and designer drugs. This order further prohibits the use of natural substances, chemicals, propellants, prescribed drugs, over-the-counter drugs and pharmaceutical compounds with the intent to introduce intoxication, excitement or stupefaction of one's central nervous system or that of another.

As an Infantry Regiment our mission is to fight and win in combat. We must be ready to perform our mission at any time in any place and succeed. To succeed we must prepare ourselves both physically and mentally on a daily basis in order to contribute to combat readiness and combat effectiveness. Abusing one's self with prohibited substances is not part of our mission. Substance abuse inhibits the ability of Marines and Sailors to effectively perform their duties, places the mission and others lives at risk, undermines good order and discipline, degrades the health of our Marines and Sailors, and destroys families and careers. Similarly, failing to provide Marines, Sailors and their families the help needed to address problems contributing to and/or resulting from substance abuse is contrary to our leadership principles.

Substance abuse will not be tolerated. Consistent with this policy, we will: (1) train leaders to identify the indications and warnings of substance abuse; (2) educate everyone on the effects of substance abuse and conduct random substance abuse testing to assist them in making the right decisions; (3) hold accountable those who violate this policy; and (4) enable comprehensive treatment for those in need.

Semper Fidelis,


Gilbert D. Juarez
Colonel, USMC
Bougainville 6



Policy on Violence Prevention

The purpose of this policy is to ensure the safety of all Marines, Sailors, Civilians and their families assigned or attached to 3d Marine Regiment

Marine Corps Order 5580.3, states violence prevention includes efforts to assess, investigate, mitigate and respond to behaviors that may precede acts of harassment, intimidation, threats, violence, as well as behaviors consistent with radicalization and insider threats. Such behavior can include oral or written statements, gestures or expressions that communicate a direct or indirect threat of physical harm.

As an Infantry Regiment our mission is to fight and win in combat. We must be ready to perform our mission at any time in any place and succeed. To succeed we must prepare ourselves both physically and mentally on a daily basis in order to contribute to combat readiness and combat effectiveness. Failing to ensure the safety of our Marines, Sailors, Civilians and their families is a betrayal of trust and does not contribute to our mission. We cannot expect our Marines and Sailors to willingly make the sacrifices we will ask of them in combat if we betray their trust. Leadership is the key to violence prevention. Leaders develop a climate that discourages unlawful violence and encourages increased reporting of warning signs/indicators of potential violence.

Harassment, intimidation, threats, violence and inappropriate, disruptive behaviors will not be tolerated. Do not ignore warning signs/indicators of potential violence or harassing, intimidating, violent, threatening or other disruptive behavior. If you observe or experience such behavior by anyone on the installation, whether he or she is a unit member or not, report it immediately. Threats that require immediate law enforcement involvement, assaults and other suspected crimes, will be reported immediately to the Provost Marshal's Office (PMO)/Marine Corps Police Department (MCPD) by contacting 911.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "G. D. Juarez", with a long horizontal flourish extending to the right.

**Gilbert D. Juarez
Colonel, USMC
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Policy on Safety

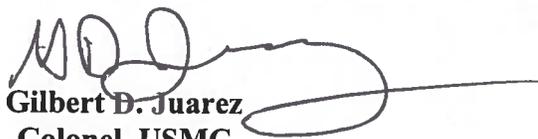
The purpose of this policy is to ensure the safety of all Marines, Sailors and their families assigned or attached to the 3d Marine Regiment. In 2018, the Marine Corps lost 30 Marines and Sailors due to mishaps in physical training, motor vehicle mishaps, and off duty recreational accidents.

Per Marine Corps Order 5100.29B, death, serious injury and the loss of materiel assets due to mishaps directly and negatively impacts the warfighting capability of the entire Marine Corps.

As an Infantry Regiment our mission is to fight and win in combat. We must be ready to perform our mission at any time in any place and succeed. To succeed we must prepare ourselves both physically, mentally and morally on a daily basis in order to contribute to combat readiness and combat effectiveness. Needlessly or recklessly placing a Marine or Sailor in an unsafe situation is a betrayal of their trust. We cannot expect our Marines and Sailors to willingly make the sacrifices we will ask of them in combat if we betray their trust, and Marines and Sailors must behave in such a way that trust is established in their judgment and actions.

Risk is inherent in all our training and operations. Risk is also inherent in our off-duty activities and daily lives. We will mitigate these risks through detailed planning, disciplined execution, effective application of operational risk management (ORM) at every level, and a commitment to safe practices, both on and off duty. We will never needlessly or recklessly place our Marines and Sailors, our friends and families, or ourselves in danger. All Marines and Sailors must guard against complacency in training, combat and off-duty. Every Marine and Sailor is responsible for safety and has to be proactive to break the chain of events if unsafe practices or conditions exist on a range, exercise, operation, in a shop or off-duty. Dismissing safety concerns will not be tolerated. Leaders will review this policy and all applicable safety directives on a regular basis to ensure our Marines and Sailors are properly informed and prepared to perform their duties. Special attention will be given to extended liberty, leave periods, field operations, especially continuous operations, and live fire training. Marines and Sailors will report unsafe conditions, acts or practices to their chain of command or through the Any Mouse program. Failure to practice proper safety on or off duty will be investigated and may be subject to administrative or punitive action.

Semper Fidelis,


Gilbert D. Juarez
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Policy on Combat and Operational Stress Control

The purpose of this policy is to keep the Marines and Sailors assigned or attached to the 3d Marine Regiment in the fight, combat ready and effective.

Per Marine Corps Order 5351.1, combat stress is defined as changes in physical or mental functioning or behavior due to the experience of lethal force or its aftermath, resulting from the experience of military operations during peacetime or war, on land, at sea, or in the air. These changes can be positive and adaptive (e.g. increased confidence in self and peers), or they can be negative, including distress or loss of functioning.

As an Infantry Regiment, our mission is to fight and win in combat. We must be ready to perform our mission at any time in any place and succeed. Our Marines and Sailors will inevitably experience both combat and operational stress over time and leaders must be proactive in preparing Marines and Sailors to effectively mitigate this stress. To succeed we must prepare ourselves both physically, mentally, and morally on a daily basis. Shared trust that builds a team and fosters teamwork is critical to the regiment's combat readiness and combat effectiveness.

The focus of our combat and operational stress control program is to develop our leaders' abilities to employ the five core leader functions of combat and operational stress control: strengthen, mitigate, identify, treat, and reintegrate. We will utilize the OSCAR team training to support leader development and conduct deployment cycle training to help prevent, identify, and effectively manage combat and operational stress at all levels. The results of this leader development will build the individual and collective resilience necessary to keep our Marines and Sailors in the fight and the regiment combat ready and effective.

For more information or assistance, see MCO. 5251.1, your chain of command, any OSCAR team member, medical provider, or Chaplain.

Semper Fidelis,

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Policy on Sexual Assault Prevention and Response

The purpose of this policy is to eliminate the occurrence of violations of UCMJ Article 120 – Rape and Sexual Assault, provide timely and appropriate care to victims, and to ensure due process for offenders.

Marine Corps Order 5354.1E defines sexual assault as intentional sexual contact, characterized by use of force, threats, intimidation, or abuse of authority, or when the victim does not or cannot consent. Sexual assault includes rape, forcible sodomy (oral or anal sex), and other unwanted sexual contact that is aggravated, abusive, or wrongful (including unwanted and inappropriate sexual contact), or attempts to commit these acts.

Sexual assault is a crime and is contradictory to our values, and its occurrence violates the trust that we will always take care of each other. Its effects destroy lives and violate the basic tenants of dignity and respect. We cannot expect our Marines and Sailors to willingly make the sacrifices we will ask of them in combat if we betray their trust.

All acts of sexual assault will not be tolerated. Where cause exists, appropriate legal and/or administrative action will be taken against violators. Victims will be treated with privacy, sensitivity, decency and respect, and will receive all appropriate medical, emotional and social services support. Any Marine or Sailor who is a victim of sexual assault may submit either an unrestricted or restricted report, as detailed in Marine Corps Order 5354.1E. Restricted reports allow victims to report confidentially to a Sexual Assault Response Coordinator (SARC), Uniformed Victim Advocate (UVA), or medical provider without an investigation or command involvement. Reports of sexual assault to the chain of command or law enforcement are unrestricted. Unrestricted reports will be made free of intimidation and absent of threat or fear of reprisal. Victims are encouraged to make unrestricted reports.

Every Marine and Sailor will be briefed on this policy upon reporting to the Regiment and semi-annually thereafter. Every Marine and Sailor will know what actions constitute sexual assault, understand the consequences of such behavior, and know the proper reporting procedures. All Marines and Sailors will act with courage when witnessing situations or behavior likely to result in sexual assault. It is the inherent duty of every Marine and Sailor to prevent sexual assault.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "GD Juarez", written over a horizontal line.

Gilbert D. Juarez
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Policy on Unit, Personal and Family Readiness Program

Family Readiness is defined as ensuring that our Marines, Sailors and families are equipped with the skills and resources needed to meet the challenges of the Marine Corps way of life. True mission readiness requires us to get out the door tonight, fully prepared to execute whichever mission lies ahead, to include combat operations. The 3d Marine Regiment's Personal Family Readiness Mission is simple:

"Keep Bougainville families informed, Marines & Sailors prepared & equipped to meet Marine Corps & deployment lifestyle."

Every Marine or Sailor has a family, regardless of marital or dependent status. The role of the Unit, Personal and Family Readiness Program (UPFRP) is to educate, assist and empower our personnel, dependents and extended family members to achieve and maintain a high state of personal and family readiness. Supporting the UPFRP is the Command Team, coordinated by our Deployment Readiness Coordinator (DRC). Our UPFRP promotes readiness by employing four basic tenets:

Readiness and Deployment Support – Prepare our Marines and Sailors and their families for the Marine Corps deployment lifecycle, swift operational tempo, or a real world contingency through planning, administration and education. *Proactive families are more ready.*

Command Communication – Provide pertinent, timely information to our Marines & Sailors families. *Informed families are more ready.*

Information and Resource Referral – Link between Marine's and Sailor's families and the numerous support agencies and programs available to you within the base, local, and external communities. *Resourced Marine & Sailor families are more ready.*

Event & Volunteer Management – Coordinate events, activities, special programs and promote volunteer opportunities for our Marines, Sailors and families to build unit cohesion, enhance quality of life, build support networks and have fun. *Engaged Marine & Sailor families are more ready.*

We are each accountable for our own family's readiness. Leaders are responsible for ensuring Marines, Sailors, and families are ready. Hawaii presents unique challenges to all of us; following the tradition of taking care of our own, the Bougainville Personal Family Readiness Command Team is here to support you in this mission. If you have questions, concerns or comments about the Unit, Personal and Family Readiness Program, contact your chain of command or a 3d Marine Regiment Deployment Readiness Coordinator. We are proud and pleased to serve you.

Semper Fidelis,

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Policy on Prohibited Acts and Conduct (PAC)

BE A PERSON OF CHARACTER: “Each one of us came into the Marine Corps/Navy for different reasons, and from different backgrounds but we all came in as adults, and we will all be adults when we leave. Therefore we must treat every person on every occasion with the dignity and respect due every person.” Col Juarez’ “Tenets of Philosophy”

We derive great strength from our diversity and a camaraderie founded in trust, teamwork and cohesion. It is the responsibility of every leader in this command to create an environment where we can leverage every individual’s unique talents, background and experiences while we prepare for the coming fight. Marine Corps Prohibited Activities and Conduct (PAC) Prevention and Response Policy, Marine Corps Order 5354.1E w/Admin Ch establishes policies regarding conduct that is harmful to good order and discipline.

Harassment (to include sexual harassment), unlawful discrimination, abuse (hazing, bullying, ostracism, and retaliation), wrongful distribution or broadcasting of intimate images, and dissident and protest activities (to include supremacist activity) decrease proficiency and lethality and will not be tolerated.

What do you do?

- Any Marine, Sailor or Civilian who believes they have been subjected to a violation of the PAC order or has witnessed a violation should immediately seek to informally or formally report the violation.
- All suspected cases of discrimination must be reported to supervisors in the Chain of Command or the Equal Opportunity (EOR).
- A PAC violation complaint may be made verbally, in writing, or both.
- All reports will be pursued free of intimidation, no threats, or fear of punishment.
- Regardless of who initially receives the complaint, it must be forwarded immediately to the proper authority.
- There are several avenues detailed in MCO 5354.1E to seek formal resolution but the chain of command and the Equal Opportunity Representatives and Advisor are the main avenues for the reporting of a PAC violation.

Every Marine and Sailor plays a crucial role in the accomplishment of our mission and the welfare of our people. Junior Officers, SNCOs and NCOs are the heart of our command climate. It is your inherent duty to ensure that prohibited activities and conduct are not a part of our unit. I task all of you with prevention, education, and enforcement. Take pride, demonstrate respect, and be a man or woman of your word.

Semper Fidelis,

Gilbert D. Juarez
Colonel, USMC
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